

**County of San Diego
CalWORKs County Plan**

(r) WELFARE-TO-WORK GRANT PROGRAM

**Briefly describe the coordination efforts between the County and local Welfare-to-Work Grant partners to ensure non-duplication of services for eligible CalWORKs recipients.
[Reference: Welfare and Institutions Code Section 10531(q)]**

The San Diego Workforce Partnership, Inc. (Partnership) is the local Private Industry Council that administers \$22 million in *Department of Labor Welfare-to-Work (WtW) Formula Grant* and an additional \$5 million under the *DOL WtW Competitive Grant*. The Partnership was established by the City and County of San Diego to provide a regional, comprehensive system of planning and administration of education, job training and employment resources. The strategic vision of the Partnership establishes a workforce development system that responds to community needs and supports the integration of CalWORKs WtW activities.

The Partnership's WtW Grant Program was developed jointly between the Partnership and the County's Health and Human Services Agency (HHSA). The County's strategic plan for CalWORKs provided the framework for the *Partnership's service delivery models*, particularly the strategic goals relating to system design and job training and development. The Partnership consulted with Chambers of Commerce, community colleges, employers, adult educators, recipients, community based organizations and the faith community to develop an effective and efficient service strategy that builds on existing assets, resources, and activities.

The Partnership and HHSA staff worked together to prepare a *collaborative service delivery strategy* that does not duplicate eligibility determination, assessments, case management, or support services. Technology experts from each agency met to plan for shared access to databases, and where privacy laws allow, to assure that information systems are compatible. Under the San Diego WtW program, the County will assign each CalWORKs recipient to an Employment Case Manager (ECM) for assessment of *WtW* eligibility, identification of work history and support service needs, and enrollment in a job search program. If the individual is not employed at the end of this initial period, the participant and the ECM develop an individualized WtW Plan, identifying services needed to assist the participant in meeting work requirements. Upon completion of the plan, the ECM will refer appropriate, *WtW eligible* participants to the Partnership's WtW Grant Program.

In additon to working with HHSA, the Partnership collaborated with the County's District Attorney's Office and the Probation Department to serve appropriate eligible non-custodial parents. The Partnership will use DOL Formula Grant funds to serve eligible non-custodial parents.

The Partnership offers a One-Stop service network providing innovative, intensive work readiness and job retention programs, coupled with work activities, by contracting with appropriate service providers for the provision of training and support services to participants in the 70 percent program. The Partnership will limit its *work experience programs* to the private sector (profit and non-profit), complementing the County's efforts to develop work experience for CalWORKs participants in the public sector. Additionally, the Partnership plans to recruit eligible participants from the County HHSA, the District Attorney's Office, the Probation Department, and current JTPA service providers.

(r) WELFARE-TO-WORK GRANT PROGRAM
(continued)

The Partnership will also provide services to individuals eligible under 70 and 30 percent criteria through the Caregiver Training Initiative (CTI). CTI brings together 24 collaborative partners to address San Diego's critical need for skilled workers in the health care industry. The CTI project will provide CalWORKs recipients with a comprehensive package of education, training, and job retention services.

The ECMs work closely with five One-Stops, who link eligible Welfare-to-Work participants to various organizations who have Department of Labor WtW Grant funding. The ECMs work in concert with these agencies and organizations to track client progress, monthly attendance, supportive services needs and to resolve client issues to ensure client and program success.

The County of San Diego received a current year allocation of \$1,623,156 in WtW State Match Funds for Fiscal Year 2001/2002. Due to late billing for FY 2000/2001, \$737,713 must be claimed against the current year allocation, leaving a remainder of \$885,443 for FY 2001/2002 programs. Eight County-operated projects will be funded by the \$885,443, including programs designed to provide transitional assistance to emancipated foster youth. Additional projects will be evaluated for funding when the WtW State Match Funds midyear allocation is received.

Through coordinated planning efforts, the roles and responsibilities of the various partners in providing WtW services to CalWORKs recipients have been clearly identified, allowing for complementary, non-duplicative services.